

Message Text

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PAGE 01 STATE 049605
ORIGIN IO-14

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DRAFTED BY IO/IBC/BA:FPMCCORMICK:MJS

APPROVED BY IO:CWMAYNES

IO:CRFRANK

IO/EX:DELLER

IO/IBC:RVHENNES

IO/EX/IR:KCARROLL

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FM SECSTATE WASHDC

TO USMISSION USUN NEW YORK

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E.O. 11652: N/A

TAGS: AORG, UN

SUBJECT: UN ADMINISTRATION - VISIT OF ICSC CHAIRMAN RAUL
QUIJANO AND ICSC STAFF

REFS: (A) USUN 0498, (B) STATE 031425

1. SUMMARY: U.S. AND ICSC OFFICIALS MET FEBRUARY 15 AND
DISCUSSED MAJOR POINTS FORESHADOWED IN EARLIER USUN/ICSC
MEETING (REF A). IT WAS AGREED THAT THE ICSC HAD A
QUOTE SPECIAL RELATIONSHIP UNQUOTE WITH THE UNITED STATES.
UN SALARIES AT HIGH LEVEL WERE RECOGNIZED AS A SIGNIFICANT
PROBLEM.

2. AT WORKING LUNCHEON HOSTED BY ASSISTANT SECRETARY MAYNES,
ICSC CHAIRMAN QUIJANO REITERATED ICSC VIEW THAT NOBLEMAIRE
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PRINCIPLE SHOULD BE SOMEWHAT FLEXIBLY INTERPRETED. HE
INTIMATED IT WOULD BE POLITICALLY UNDESIRABLE FOR UN
EMOLUMENT PACKAGE TO BE IDENTICAL TO THE U.S. CIVIL
SERVICE. WE AGREED THE UN SYSTEM NEED NOT MATCH U.S.
SYSTEM POINT-BY-POINT BUT STRESSED THAT THE TOTAL VALUE OF
THE TWO PAY PACKAGES SHOULD BE IN BALANCE. U.S. WOULD NOT
WANT UN TO BECOME VULNERABLE TO CRITICAL ALLEGATIONS THAT

UN CHOSE U.S. CIVIL SERVICE AS THE COMPARATOR BECAUSE OF ITS HIGHER BASIC SALARIES BUT THEN BASED ITS ALLOWANCES,

PENSION AND LEAVE BENEFITS ON OTHER LOWER-SALARIED NATIONAL CIVIL SERVICE WITH MORE GENEROUS FRINGE BENEFITS. ICSC PERSONNEL APPEARED TO ACCEPT THE POINT.

3. WITH REGARD TO SENIOR LEVEL UN SALARIES, ESPECIALLY AT THE ASYG/USYG LEVELS, THE ICSC SIDE EXPRESSED CONCERN THAT THE DOLLARS 47,500 CEILING ON SENIOR LEVEL U.S. CIVIL SERVICE SALARIES FORCED THE UN TO MAKE EXTRAPOLATIONS UPWARD TO FIX UN SENIOR LEVEL SALARIES. ACKNOWLEDGING THAT THE U.S. CEILING MIGHT BE UNUSUAL, MAYNES POINTED OUT THAT IT WAS A REALITY WHICH HAD TO BE TAKEN INTO ACCOUNT IN APPLYING THE NOBLEMAIRE PRINCIPLE. HE WARNED THAT PAYING SALARIES TO ASYG'S IN EXCESS NOT ONLY OF U.S. CABINET LEVEL OFFICERS BUT ALSO IN EXCESS OF MINISTERIAL LEVEL OFFICIALS OF OTHER COUNTRIES COULD BE DAMAGING TO THE REPUTATION OF THE UNITED NATIONS.

4. IN REPLYING TO QUIJANO'S QUERY ABOUT DESIRABLE PRIORITIES FOR THE ICSC, MAYNES SAID A FIRST PRIORITY SHOULD BE TO REDUCE THE POLITICAL VULNERABILITY OF INTERNATIONAL ORGANIZATIONS BY ASSURING THAT ALL SALARIES WERE BROUGHT TO ACCEPTABLE LEVELS. UN SALARIES SHOULD EXCEED U.S. SALARIES AT ALL POSITION LEVELS BY NO MORE LIMITED OFFICIAL USE

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THAN 15 PERCENT (THE EXPATRIATION FACTOR) AND HIGH LEVEL SALARIES CERTAINLY SHOULD NOT EXCEED SALARIES PAID BY UN MEMBERS TO THEIR OWN CABINET LEVEL OFFICIALS. A SECOND PRIORITY WOULD BE THE ESTABLISHMENT OF SALARY LEVELS BOTH REASONABLE AND SUFFICIENTLY ADEQUATE TO ATTRACT AND RETAIN THE CALIBER OF PERSONNEL NEEDED TO CARRY OUT THE RESPONSIBILITIES OF THE ORGANIZATION. A THIRD PRIORITY WOULD BE SOUND PERSONNEL MANAGEMENT THROUGHOUT THE UN SYSTEM.

5. QUIJANO ACKNOWLEDGED THE IMPORTANCE OF U.S. VIEWS AND THE QUOTE SPECIAL RELATIONSHIP UNQUOTE THAT EXISTED BETWEEN THE ICSC AND THE U.S. AS THE COMPARATOR STATE AND THE MAJOR CONTRIBUTOR TO THE UN BUDGET. HOWEVER, QUIJANO ADDED, IT IS IMPORTANT TO BOTH THE U.S. AND THE ICSC THAT THE LATTER NOT APPEAR TO BE EXCESSIVELY INFLUENCED BY ONE MEMBER GOVERNMENT. COMMENT: OUR IMPRESSION IS THAT QUIJANO AND ICSC STAFF HAVE CLEAR UNDERSTANDING OF U.S. CONCERNS ON EMOLUMENT ISSUES AND THAT THESE WILL BE CAREFULLY TAKEN INTO ACCOUNT IN FORMULATING ICSC RECOMMENDATIONS. ALTHOUGH WE CANNOT REALISTICALLY EXPECT THAT OUR WILL WILL BE UNQUALIFIEDLY DONE, NEW AWARENESS OF

U.S. (INCLUDING CONGRESSIONAL) SENSITIVITIES BY QUIJANO
AND HIS STAFF CAN LEAD TO REDUCING SALARY ANOMALIES WHICH
HAVE BEEN A SOURCE OF VULNERABILITY TO UN SYSTEM. VANCE

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DRAFTED BY:IO/IBC/BA:FPMCCORMICK

APPROVED BY:IO/SA:TBROWN

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TO USMISSION GENEVA

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FOL SECSTATE 049605 SENT ACTION USUN FEB 25, 1978 REPEATED
TO YOU QUOTE

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E.O. 11652: N/A

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